MANNING THE RECRUITING FORCE

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Dep AC/S Rctg, ERR
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COMMANDER'S INTENT

"District recruiter manning levels will be based on the overall mission share of each district. Manning levels will be maintained throughout the fiscal year in order to sustain the success of each district and the Recruiting Command."

-MCRC OPLAN FY04 "FOR COUNTRY"

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What is mission share?

MISSION SHARE

MISSION SHARE IS THE DISTRICT'S NUMBER OF ASSIGNED PRODUCTION RECRUITERS (APR) DIVIDED BY 2650 (MCRC APR)

DISTRICT	APR	MISSION SHARE
1ST	451	17.02%
4TH	413	15.58%
6TH	447	16.87%
8TH	436	16.45%
9TH	414	15.62%
12TH	489	18.45%
TOTAL	2650	100%

RECRUITER MANNING

- **Mission.** Ensure adequate recruiter manning levels are maintained by district throughout the fiscal year in order to allow district commanders to complete their district recruiting missions.

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THIS CAN ONLY BE ACCOPLISHED BY STAFFING AT 105% OF APR + M/L

FY04 MISSION SHARE APR RECRUITERS

DISTRICT	MISSION SHARE	8411	8412	EAD	APR
1ST	17.02%	378	30	43	451
4TH	15.58%	346	26	41	413
6TH	16.87%	376	29	42	447
8TH	16.45%	364	31	41	436
9TH	15.62%	354	22	38	414
12TH	18.45%	408	35	46	489
TOTAL		2226	173	251	2,650

FY04 NPR BILLETS

TO	DISTRICT	8412	8411	EADTAT	TOTAL
	1ST	17	55	1	73
	4TH	18	53	1	72
	6TH	17	55	1	73
	8TH	19	51	1	71
	9TH	17	54	1	72
	12TH	18	56	1	75
	TOTAL	106	324	6	436

DPRODUCTION (APR) -V- NON-PRODUCTION (NPR)

	1ST	4TH	6TH	8TH	9TH	12TH	TOT
APR	451	413	447	436	416	489	2,650
NPR	73	72	73	71	72	75	436
	524	485	520	507	486	564	3,086

NON-PRODUCTION RECRUITER BREAKDOWN

DISTRICT		1ST	4TH	6TH	8TH	9TH	12TH	TOT
AOP CHIEF	(8412)	1	1	1	1	1	1	6
OPS CHIEF	(8412)	1	1	1	1	1	1	6
RES PROC CHF	(EAD)	1	1	1	1	1	1	6
MEOP RCTR	(8411)	1	1	1	1	1	1	6
QC CHIEF	(8412)	1	1	1	1	1	1	6
CONTACT TM	(8412)	4	4	4	4	4	4	24
RS								
PGM SPEC	(8411)	8	8	8	8	8	8	48
MEPS	(8412)	9	10	14	10	11	13	67
MEPS	(8411)	8	9	8	10	8	9	52
OSA	(8412)	15	12	10	10	12	12	71
RI	(8412)	8	8	8	8	8	8	48
ARI	(8412)	8	8	8	8	8	8	48
OPS CHIEF	(8412)	8	8	8	8	8	8	48
		73	72	72	71	72	75	436
	(8412)	55	53	55	51	54	56	324
	(8411)	17	18	17	19	17	18	106
	(EAD)	1	1	1	1	1	1	6
		73	72	73	71	72	75	436

FY04 APR/NPR BILLETS (AT DISTRICT AND RS) BY MOS AND COMPONENT

	APR	NPR	TOTAL
8411	2226	106	2332
8412	173	324	497
8411 (EAD)	251	6	257
	2,650	436	3,086

APR + NPR = M/L

FY04 APR/NPR BILLETS (AT DISTRICT AND RS) BY MOS AND COMPONENT

	APR	NPR	TOTAL
8411	2226	106	2332
8412	173	324	497
8411 (EAD)	251	6	257
	2,650	436	3,086

*** *EAD RECRUITERS ARE INCLUDED IN APR*

RECRUITER MANNING

- **ASSUMPTIONS**
  - **2650 is a valid requirement for assigned production recruiters (APR)**
  - **Shortfall of O/B EAD recruiters will be filled by active duty 8411s.**

FY04 RECRUITER MANNING LEVELS

DISTRICT	MISSON SHARE	8411	8412	TOTAL
1ST	17.02%	419	85	504
4TH	15.58%	382	79	461
6TH	16.87%	415	84	499
8TH	16.45%	405	82	487
9TH	15.62%	387	76	463
12TH	18.45%	455	91	546
TOTAL		2,463	497	2,960

THIS IS PUBLISHED IN THE MCRC FY04 MANNING PLAN AND OPLAN

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WHAT HAPPENED TO 3,086?

FY04 RECRUITER MANNING LEVELS

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9TH	15.62%	387	76	463
12TH	18.45%	455	91	546
TOTAL		2,463	497	2,960

WHERE DID THESE NUMBERS COME FROM?

PROPOSED MANNING PLAN

APR BILLETS					5% APR
DISTRICT	8411	8412	EAD	TOTAL	
1ST	378	30	43	451	23
4TH	346	26	41	413	21
6TH	376	29	42	447	22
ERR	1100	85	126	1311	66
8TH	364	31	41	436	22
9TH	354	22	38	414	21
12TH	408	35	46	489	24
WRR	1126	88	125	1339	67
MCRC	2226	173	251	2650	133

NPR BILLETS				
DISTRICT	8411	8412	EAD	TOTAL
1ST	17	55	1	73
4TH	18	53	1	72
6TH	17	55	1	73
ERR	52	163	3	218
8TH	19	51	1	71
9TH	17	54	1	72
12TH	18	56	1	75
WRR	54	161	3	218
MCRC	106	324	6	436

MANNING LEVEL				
DISTRICT	8411	8412	EAD	TOTAL
1ST	395	85	44	524
4TH	364	79	42	485
6TH	393	84	43	520
ERR	1152	248	129	1529
8TH	383	82	42	507
9TH	371	76	39	486
12TH	426	91	47	564
WRR	1180	249	128	1557
MCRC	2332	497	257	3086
=NPR Billets plus APR Billets				

STAFFING GOAL				
DISTRICT	8411	8412	EAD	TOTAL
1ST	418	85	44	547
4TH	385	79	42	506
6TH	415	84	43	542
ERR	1218	248	129	1595
8TH	405	82	42	529
9TH	392	76	39	507
12TH	450	91	47	588
WRR	1247	249	128	1624
MCRC	2465	497	257	3219
=Manning Level plus 5% of APR				

RECRUITER MANNING

IS MCRC REALLY CURRENTLY MANNED AT 114%?

RECRUITER MANNING

IS MCRC REALLY CURRENTLY MANNED AT 114%?

IF YOU USE THE FY04 MANNING PLAN, THEN THE ANSWER IS YES.

BUT THE ANSWER SHOULD BE NO, AND HERE'S WHY:

RECRUITER MANNING

- MCRC MANNING PLAN M/L = 2960
  - 2960 * 114% = 3374 (414 OVER)

- MCRC MANNING PLAN M/L WITH EAD RECRUITERS = 3086
  - 3374/3086 = 109%

- PROPOSED STAFFING GOAL (3086 M/L + 5% OF 2650 APR) = 3219
  - 3374/3219 = 105% (155 OVER)

RECRUITER MANNING

- WHY IS IT IMPORTANT TO STAFF MCRC AT 105%?
  - T2 TIME
    - IT CAN TAKE UP TO 5 MONTHS TO GET A NEW 8411 'ON-PRODUCTION' AFTER HE LEAVES RECRUITERS SCHOOL
  - IT'S MISSION ESSENTIAL; EMPTY RECRUITING SECTORS CAN HAVE LONG TERM NEGATIVE CONSEQUENCES TO THE RECRUITING EFFORT

RECRUITER MANNING

RECOMMENDATIONS

- INCLUDE EAD IN 2650 APR
- STAFF AT M/L (APR + NPR) + 5%APR
- FILL EAD BILLET VACANCIES WITH ACTIVE DUTY 8411'S

RECRUITER MANNING

QUESTIONS?